

Equal employment Opportunity Data Posted Pursuant to the No Fear Act

Section 301 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (the No Fear Act), requires each federal agency to post summary statistical data pertaining to complaints of employment discrimination filed against it by employees, former employees and applicants for employment under 29 CFR Part 1614. The Specific Data to be posted is described in section 301 (b) of the Act and 29 CFR 1614.704. The required summary statistical data for EEO complaints filed against the USIBWC is available below.

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

	Comparative Data, Previous Fiscal Year Data					FY 2004 end of 1st Qtr
Complaint Activity	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04
Number of complaints filed	8	12	5	14	5	5
Number of individuals filing complaints	6	7	5	10	5	3
Number of individuals who filed two or more of those complaints	2	2	0	3	0	1
Findings of Discrimination:	0	0	0	0	0	0

Issues	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	3
Awards	0	0	4	0	0	0
Conversion to Full Time	0	0	0	3		0
Disciplinary Action:	0		0	0	0	0
1 Demotion	0	0	0	0	0	0
2. Reprimand	4	0	0	0	1	0
3. Suspension	0	0	0	0	1	2
4. Removal	0	3	0	0	0	0
5. Other	0	0	0	0	0	0
Duty Hours	0	2	0	0	0	0
Evaluation/Appraisal	1	6	3	3	3	1
Harassment:	0	0	0	0	0	0
1. Non-Sexual	0	0	5	2	2	0
2. Sexual	0	0	0	0	0	0
Promotion/Non-selection	3	10	0	7	3	2
Retirement	0	0	0	0	0	2
Reassignment	0	0	0	0	0	0
Directed	3	0	0	0	0	0
Denied	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Training	4	5	1	0	0	0
Other	1	10	0	5	2	0

Complaints by Basis	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04
Race	1	3	0	2	0	0
Color	0	0	0	0	0	0
Religion	2	12	0	1	0	0
National Origin	2	1	4	2	0	0
Sex (Including complaints filed under Equal Pay Act)	3	8	3	5	3	4
Disability		0	1			0
Age	2	1	1	2	0	2
Reprisal	6	11	4	6	6	7
Other	0	0	0	0	0	0

	FY99		FY00		FY 01			FY 03		FY 04	
Processing Times:	Number	Average Days	Number	Average Days	Number	Average Days	Average Days	Number	Average Days	Number	Average Days
Agency Dismissal	5	140	3	16	1	10	15	4	13	2	16
Investigation	3	161	5	159	4	130	103	1	69	3	44
Hearing	2	186	2	313	1	415	155	0	0	0	0
Agency Decision	1	22	1	61	0	0	55	0	0	0	0